

The Honorable Robert Lasnik

**IN THE UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF WASHINGTON
AT SEATTLE**

OMAR ALI, an individual, and KHALID
MOHAMED, an individual, and MOHAMUD
JAMA, an individual,

Plaintiffs,

vs.

MENZIES AVIATION, INC. , a foreign
business entity, and JOHN MENZIES PLC, a
foreign limited liability company,

Defendants.

Case No. 2:16-cv-262 RSL

**ORDER APPROVING
SETTLEMENT**

WHEREAS, plaintiffs and Menzies Aviation Inc. (“Menzies”) have agreed to a
settlement of the above-captioned class action, and

WHEREAS, the Court, has considered the proposed settlement, the remainder of the
file, and the arguments of counsel,

IT IS HEREBY FOUND, ORDERED, ADJUDGED, AND DECREED THAT:

1) Unless otherwise provided herein, all capitalized terms in this Order shall have
the same meaning as set forth in the Order Lifting Stay, Granting Plaintiffs’ Motion for Class

1 Certification, and Preliminarily Approving Class Action Settlement (Dkt. # 17) and the
2 Plaintiff's Motion for Attorney's Fees and Expenses (Dkt. # 18).

3 2) The Court conditionally certified the Class defined below:

4 All employees of the Defendants who are alleged to have been either
5 Hospitality Workers or Transportation Workers and who worked one or
6 more hours within the City of SeaTac at any time during the time period
7 from January 1, 2014, to February 14, 2016, and who were paid less than
8 the prevailing minimum wage prescribed by City of SeaTac Ordinance
9 7.45.050, i.e., a base rate of \$15.00 per hour in 2014 and \$15.24 in 2015
10 and 2016.

11 That Class is hereby finally and unconditionally certified.

12 3) The Settlement Agreement, which requires Menzies to pay \$8,185,000.00 as
13 consideration to the Class, was the result of arm's length negotiations between Menzies and
14 Class Counsel. At oral argument, defendant further agreed to use the back pay calculation
15 method that generated the settlement fund to increase the settlement amount as necessary to
16 compensate recently-identified class members. As amended and supplemented by that
17 agreement, the Settlement Agreement is fair and reasonable.

18 4) The parties have further agreed to amend the notice program and claim
19 administration process provided in the Settlement Agreement to perform additional
20 investigations and provide an additional notice if a settlement check is not cashed within ninety
21 days of issuance in order to reduce the amount of funds not claimed.

22 5) The Court approves the proposed class action settlement, and orders the
23 following: (a) Menzies is directed to fund the settlement and to place the funds with the
24 Settlement Administrator, Simpluris, Inc., within a reasonable time, (b) Simpluris, Inc. is
25 authorized to distribute the Settlement Funds to the Class as directed by Class Counsel, and
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1 (c) Simpluris, Inc. is directed to distribute the attorneys' fees and incentive awards as provided
2 in the "Order Granting Motions for Attorney's Fees and Incentive Awards," of even date.
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4 IT IS SO ORDERED
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6 DATED this 11th day of January, 2017.
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10 Robert S. Lasnik
11 United States District Judge
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